

Table 6 (comments)

Childcare arrangements affect return to work decision?

My husband was prepared to give notice at his employer because we could not find any daycare.

In order for us to reside in Los Alamos, both my husband and I must work. Right now, I can only find daycare for my infant four days/week. Therefore, I needed to arrange to have Wenesdays off in order to accomodate our childcare arrangement.

We are trying to have a child and this is a critical issue in our considerations.

Only because we were lucky enough to find someone good.

Unable to find adequate or inexpensive care

Absolutely. It was very uncertain we would be able to find sufficient child care, that I would be able to return to work.

It was difficult to find a childcare giver that we could trust with our child. We tried an in-home child care giver but we were uncomfortable with the childcare giver and took our child out after 2 days. Even though we check out referrals we found the lady (who was on the suggested LANL list) was lying to use and asked us to pay two months ahead because she was late on her mortgage. After we removed our child, the lady became very angry. I called that state to report her behavior and found out she was not state licensed as she claimed she was. From that incident I found it was very scary leaving my daughter in somebody's home that I did not completely know. We then looked into a licensed daycare and have been very happy with the service but the price is extremely expensive!

Some, we have grandparents in town; however, one was just diagnosed with cancer and now we are left at times without a babysitter.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

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Reliable, licensed daycare options in
LA are EXTREMELY limited.

We were fortunate to already have an older child established in a daycare and that automatically (more or less) enrolled our new child. Other people that are just starting have not been nearly as lucky and are struggling, and this has affected decisions on returning to work. No question.

I will more than likely cut my hours back in order to give my child the quality care he/she deserves.

The expense of part-time child care makes it necessary to work nearly full time to pay for it.

As a result, my wife works more than she would like.

Yes, but because of financial consideration there was no choice.

Our sitter was really sick and we could not find a replacement so quick.

I currently cut my hours to accomidate child care expenses as well as parent/ child needs.

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My children are now grown - but finding quality childcare for them when we needed it was extremely difficult. I worked part time and fewer hours than I wanted to when the children were young because I could not find adequate childcare in this community.

It is extremely rare to find excellent child care especially in Los Alamos and especially for an infant. We all try to balance what's best for our families and our employers.

My husband has remained self-employed in part to assist with these arrangements

My spouse wishes to work part-time and has work waiting for him, but is currently staying at home to care for our child. We are on a waiting list at our chosen childcare center.

Not yet, but probably will affect how much time we must take off of work after birth, etc.

Yes, not economically viable to return to work given the high cost, low availability, low quality of child care options.

No, my wife and I have decided that she would stay home with our son because we think it is important our son is raised by a parent and not someone else.

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The cost of childcare negated my wife salary.

Children are 7&8

Good child care is hard to find now a days

My wife delayed returning to work until we could find adequate care.

N/A

I did enroll my daughter in day-care immediately after I found out I was pregnant. If I hadn't enrolled her so early I would have had major difficulties in finding daycare for her when I retured to work.

Not applicable

I was lucky in that I had a mother who was willing to watch my kids. Other people find it very difficult to find child care for infants.

Part-time infant care is nearly impossible to find. As a result, I have returned full-time.

put child in a good trustworthy care.

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Due to the high costs of daycare if the my spouse's salary was not at a certain amount it would be costing us money to have her work.

Expecting a baby but do not yet have one. Nonetheless got on waiting lists as soon as test came back 'positive'!
Am anxious about the prospective wait of over
a year for infant care.

It will be difficult in the community to find daycare. Today you must be on a list when you are thinking about having children and hope to get in. If you do not get into a daycare one person will probably have to stay home.

Yes, my spouse does not work because of child care responsibilities.

One of our salaries goes almost entirely to childcare

Initially, we thought we were going to experience difficulty but was fortunate to have a family member volunteer to watch our child. However, if we wish to have another child in the future or when our child reaches kindergarten we will AGAIN face these issues.

My wife returned to work when our children were in their teens and did not require childcare.

Yes, but I'm a better mother
having a career besides motherhood.

Quality of care and arranging care around your schedule are key concerns and make you questions whether or not to work at all, work part-time, or work full-time.

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We decided that mom should be at home with the children. We made economic sacrifices to accomplish this.

There is virtually no high-quality childcare service available.

At the time that my daughter was born I was not a LANL employee

My wife quit work to care for our children because the quality of child care is bad.

Childcare issues. Affordability

While inconvenient, child care arrangements are not the major issue in such a decision. Parental responsibility and the ultimate good of the child is a more pervasive consideration.

I have had to work

I had no choice. As a single parent, I had to return to work!

There is a concern about the availability of child care in Los Alamos County.

I had no choice. As a single parent, I had to return to work!

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By trying to subsidize and encourage both parents working and abandoning children to strangers in a day care center, LANL is furthering a social problem, not fixing an economic one.

When my children were younger, I quit working because my income did not surpass the cost of childcare.

We decided that it would be best for my wife to stay at home until our child reached the age of 10 because of the lack of affordable, quality childcare.

It's very difficult to function at 100% at work when your concerned about your childs well being. Has a parent it is difficult when co-workers are not sensitive to your situation.

Returning to work after our children were born was not a reasonable consideration. Mothers are needed AT HOME.

My husband and I really fought with the thought of me staying home after our son was born because of the lack of child care more or less reliable and trusting day care. Due to our financial situation I am back at work. I am not working 80% time in order to ease the child care situation and spend more time w/ my son.

The cost of daycare and the question of quality care for a new born made my decision to return to work very difficult.

High cost of living in Los Alamos made it neccesary for my spouse to seek work, even though two school age children needed care. We believe that there is no viable substitute than the care given in a loving Christian home, but basic needs must be provided for, thereby requiring both parents to work.

The provider we had lined up before we had our child ended up not being able to care for him and did not let us know until the last minute. So each parent worked half time for six weeks longer than we had planned. This affected personnel and programs because it was not something we could forsee and plan for.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

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My partner and I are currently polling out friends to see how they managed with two working parents. I am concerned that with little infant care available, I will have to take a several-month leave, at a time when my career can't afford it very well.

My spouse is limited to part-time employment until all children are in grade school.

we did some math & quickly found that child care is so expensive that my wife's pay (she is an RN) would just about cover her car payments, the child care and very little else. she's working mainly for the satisfaction she gets from her job...

I am the bread winner and my husband has had to make less than desirable arrangements so that he could care for the children part-time and find part-time work.

When my daughter was born, I was by myself. I did not have a partner and it was extremely difficult to find child care for an infant less than 6 months old. I had to return to work to support myself and my daughter but good child care was very difficult to find. So it would have been wonderful if the lab had had child care available for very young children. Some of us do not have the choice of working or not.

I couldn't find a babysitter that was willing to stay with my child from 6-6.

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Yes, At least if we had something available close to the work area they may be checked on at lunch time. Or if they get sick during the day, I could take them to the doctor because I have her healthcare here in Los Alamos

My child is out of the house.

The obvious deficit of child care centers creates lines up to one year long.

My wife feels pressured to stay home a be a "good" mother.

Without decent childcare I would have never returned to work after my children were born.

Again, strong support and I took the time to find a daycare provider that was dependable as well as caring.

I am currently divorced and have not choice, but immediately after he was born I stayed home for a year and a half because there was no suitable part-time care available.

Expense of child card was overburdening

Yes, I was unable to return when I wanted to because there was no available child care. Eventually I was able to line up a woman to come into my home, but it was not really a satisfactory arrangement.

Again, strong support and I took the time to find a daycare provider that was dependable as well as caring.

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Expense and quality of childcare
and perceived parenting responsibility
preclude spouse from working.¹

Neither.

Lack of adequate, licensed child care has complicated our lives. We want to raise our daughter in Los Alamos for obvious reasons, but the trade off is that my wife has had to delay finishing her degree because there are too few openings for good child care. We don't just want to drop of our child for 10 hours a day. We want the option of being able to check up on our daughter. Also, we have discovered that the hours for daycare are not as flexible as we would like. It would be nice to be able to pay for only the hours for which we need care. My wife will be a student. We may only need care for 1/2 days, or care for 3 days a week ... you know, to match a student's schedule. Most of the providers we have looked at do not need to be this flexible. Most have waiting lists. Why should they make accommodations to make our lives more convenient?

I had to return to work and after trying 4 different babysitters, I finally found one that I could trust and rely upon.

Youngest is 13 now but this was a serious matter in the past.

My spouse did not work for several years in order that she could supervise the children.

I am a foster parent and have limited myself to taking in teenagers but childcare for younger children is so expensive, more than the state will pay for, and also hard to find.

The high cost of childcare and the low salaries offered by non-lab employers make it uneconomical for many spouses to work. For example in the 15% tax bracket it would take an income of ~\$27,000/yr just to cover day care costs for non-Montessori facilities.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

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My husband is taking a year off so that he can stay with our new baby. We couldn't find adequate (who really wants "adequate" care for their child) care for the baby after he was born.

I stayed with my children until I was able to find good quality care.

My wife is a part-time fitness instructor. She has had to greatly reduce her hours due to lack of available childcare.

Currently, my spouse works @ night and I work during the day so that one of us is available @ all times (this includes care of kids into the teenage years, where I feel these kids need parenting more.

My partner has chosen to stay home and take care of our three children while I work. We decided this would be the best thing we could do for our children in order to assure that they would grow up in a healthy environment. This decision has been very difficult due to having only one paycheck coming into the household.

My wife is working part-time at the Center for International Security Affairs as a Policy Analyst. She can only work when our day care is available which about 12 to 16 hours a week.

My spouse is currently not working because of child care needs. My spouse will be seeking part-time employment this fall when the youngest enters kindergarten and will want to convert to 80% time next fall.

In order to "save" a place for my baby I must pay for three months I will not use.

We are both trying to work full-time with two small children, but one of us will probably reduce our time next fiscal year because the daycare situation is untenable.

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I decided to go part time after having our daughter for two reasons
1) the cost of childcare
2) wanted to be a big part of her upbringing instead of leaving the majority of it to a daycare provider.

Without the support of my group, I would not have been able to go part time.

We think that if a couple has children, they should take care of them themselves. If couples can't support children in this way, they should not have them.

I was only able to return to work three days a week until we could get a full-time position for him. To do that all over again, I would not work more than three days a week, I feel like I made the wrong choice to return to full-time.

We found it very difficult finding the day care that we felt comfortable with. We wanted our child to be close to us so we had to pursue care in this are.

The cost, availability and reliability of childcare is so iffy that we made the choice to have my wife take a leave of absence for a year.

No, my wifes sister has been there for us for the complete 8 years since our first child was born.

We're currently expecting, and are trying to decide what we will want to do for childcare.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

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yes my partner is only working
half time because of this

my spouse currently works part time because of the cost of childcare

I am a single parent. With only one income it is critical that I return to work ASAP.

It was more the reverse; since my wife had to return to work, we had to find sufficient care for my son. It took over a month and several care providers before we found a provider that we did not feel threatened our son's health and well being.

My wife is only working part time at the LAMC because of child care concerns

Partner couldn't return to work until we could find an open slot in day care. We got on several waiting lists as soon as child was conceived to be sure to have a spot when needed. t still took a year to find a place.

For a mother it is hard to leave your newborn child with somewhat a stranger. You hear about the horror stories all the time in the news.

Yes. My wife had to quit the Lab.
And we lived in town. The lab did
not have a time-off period, so
that she could come back to work
after the first two years. The
lack of near-by day care would
have made it difficult anyway.

I chose to stay at home in the beginning.
Had there been options available at the lab
I might have done differently.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

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Cost was too high!

Finding good , but affordable child care is hard. By the time we were to pay for childcare my wife would be working for about \$.50 an hour.

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My wife does not work so she can take care of their childcare.

A parent must be comfortable and confident with the care provider in order to be productive at work.

Currently struggling with childcare options. Seriously thinking about either me or my spouse quitting job to stay home with children

Trying to locate a safe and qualified care giver was extremely difficult.

My wife waited 6 years to return to work because child care in Los Alamos is poor.

Cost of living vs. Cost of Childcare esp. for mildly autistic child

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Having our newborn baby 10 miles fro work does influence my wife's decision to return to work.
If our baby could have been at a facility run by LANL on premises (which is NOT uncommon in coporate USA),
then I am sure
we would have no hesitation in returning to work.
We DO understand there may be a fee involved, and are perfectly willing to pay.

At least 3 months went by for this reason.

Of course, in order to raise children, at least one parent has to be primarily responsible. We are only just beginning to appreciate the importance of having parents raise their own children.

These difficulties have affected the decision to return to work,
but we have been fortunate that our childcare provider has been
very good for the most part.

I researched/interviewed all the available opportunities and found a very good child care provider when my children were young. However, she is no longer operating and if I had small children I would be very concerned about my child care options today.

I cannot work as many hours as I would like, because of the child care issues. Also, afterschool care is going to be a problem within a year or so.

People shouldn't have children and then expect someone else to take care of them.

I didn't work while my child was in kindergarten because of the high cost of childcare and the scarce availability of it.

Because alot of Daycare's don't
accept baby's

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Infants are the hardest to take care of. Therefore quality childcare is tough to find.

The timing of going back to work is difficult, you have to secure day care for infants and we took turns staying home until we could enter the day care system.

When I began working at the Lab, my youngest child was in preschool I have not had to make this decision as a LANL employee; it did make a difference, however, when I worked elsewhere and when I returned to the workforce and what types of positions I held.

Decision were made to alter work schedule (i.e. my partner working graveyard), working part time changing careers due to better hours, and putting careers on hold during our children's early years.

Somewhat. Had I not found suitable childcare, I would not have returned to work which would have hurt my career.

I am expecting now and I have NO idea what I am going to do after I have my child. Financially I need to return to work, but with very few daycare providers that are dependable I don't know if I will be able to.

My returning to work will largely depend on whether I can find child care that I am comfortable with.

I did return. But it was very stressful with 2 of our children because I did not immediately find the quality of care I felt was appropriate. With my later children, I delayed returning to work for 6 months.

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because of the 'horror' stories circulating while I was pregnant, it was seriously considered that I would quit and stay home.

At the time my wife worked for a Lab sub-contractor with poor maternity leave.

My spouse currently stays home with our children because of the difficulty of childcare arrangements.

Yes. I went part time.

My child is breastfed and will not take a bottle from anyone but her father. This in itself has been a huge problem.

Sufficient child care is a big consideration in the decision to come back to work after I have my first child this March.

Yes, may move to Livermore since LLNL has a great daycare center

My wife just had our little girl. The cost of providing daycare for her, almost negates the salary my wife receives.

Yes, many day cares will not take children who are not potty trained or younger than 2 years old. If they do accept babies, they are usually VERY expensive

My stepson is now 13, so the childcare would only be an issue when I have another child, I know when we have another child it will affect my decision to return to work.

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My children are grown. I stayed home with them until the youngest was 5, then went to school and work during school hours.

PEOPLE TO TRUST WITH MY CHILD, AND THE LOCATION OF DAYCARE

Not necessarily a return to work, but it required adjustments (less flexibility) to the work schedule due to the schedule dictated by the daycare we were able to find (not necessarily the daycare we most preferred).

See answer to number 4 above. Difficulties with childcare affect decision to return to work--when and at what level of time commitment. These difficulties affect my decision and ability to apply for other TSM positions within the Lab--will another group hire me if I can't work full-time? I will not even consider management positions at this time because I know I cannot be that committed. My husband is also considering going to less than full time to help with childcare, but it isn't clear that we will have basic benefits like health insurance even if between us we have more than one full-time equivalent.

We had to return to work even though we did not want to because we don't work at the laboratory and don't make that kind of money.

I almost gave up my job when things got bad - but I am a TSM team leader in a highly competitive field and didn't feel that I could do this without suffering irreparable damage to my career. I hated being put in the position of choosing my career/income over my child's well being. It was an awful amount of guilt to bear each day. I'm thankful that's over now.

After our first child was born, we learned there was a nine-month waiting period to get in at the only daycare center in town accredited for infants (at the time). I put my name on the list and took an extended leave without pay in order to provide consistent care.

I did not trust someone else raising my son. It was cheaper for me to stay at home.

I am currently at a part time status due to my concerns with the current arrangement that we have.

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We feel strongly that our children have as much time with at least one parent as possible. But in addition, we have difficulties finding flexible caretakers when we do want to work. We would very much like to see a quality preschool run in the Pojoaque area.

I did know if I was going to be able to return to work after my son was born, due to childcare arrangements.

If we could afford it, the preference would be for one of us as parents to stay home with our children at least until they were of school age. After they started school, the preference would definitely be to only work during school hours and be able to drop off/pick up children at/from school.

Yes, at times one of us need to stay home with our children because of the lack of good child care.

Too expensive to justify

I decided to return to work even though I knew the situation would be difficult.

Because it is hard on the employee to make decisions on family needs.

My wife negotiated backing off to half-time work when our second child was born 1986. Shortly thereafter she was RIF'd and told "nobody really wants a part time worker." Child care facilities could have made her value to the LANL more effective and by policy/action more evident to her local management.

Because of the lack of options in Los Alamos, my wife has decided to only return to work part-time. We both feel that had there been viable alternatives, we could both continue working full-time.

My wife is now not working

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I am thinking of not returning to work in order to stay home with my child, because of the expense of child care and also finding someone certified and responsible.

When my second child was born with special needs for 6 months, I had to stay home to take care of her. Because there was no one to take care of her.

I had to reduce my work hours to 80% to fit the drop-off and pick-up times at daycare.

After my second child was born I worked from home for about 7-8 months until I found private daycare for my second child.

yes but any more even if childcare is difficult you usually need to incomes to bring up a family.

I only work part-time because it is not convenient to spend time with child during work day. If on sight I wuld consider full-time career again.

Yes, if your child has the unfortunate situation to catch every illness that goes through a daycare then daycare is not an option. Thus one would have to turn to homecare and there are those constraints as well. Thus, if adequate homecare is not a stable option and daycare is out of the question because of illness then part-time or no work needs to be considered by one of the spouses.

Wife has not returned to work because the cost of child care is too great.

I live in Santa Fe and have my daughter enrolled at a home daycare. If for some reason my babysitter is unavailable I have to miss work and stay with her. If she has a doctor's appointment then I have to take most of the day to make that appointment. It's very inconvenient and having a day care on site would cut back on that.

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lack of child care places or waiting list

it is very hard to trust anyone with your life!
and no one can raise your child better than its parents!

Not enough income to afford childcare.

This is THE major factor. Without decent childcare my wife will not go back to work. While it's our decision, this dramatically impacts our household income. This opportunity cost of my wife not working should be factored into question #10 below.

unless the mother has high paying job. she just works to pay daycare.

There were not many in-home sitters available for my infant son, 13 years ago. When I interviewed one, I came home and cried, because if this person was the ONLY available sitter, I would NOT return to work. She was slovenly, as was her home, and she was watching too many grubby kids! Luckily, I found a wonderful family to leave my son with, she took only him in, having a toddler and a schoolage child herself. She was ideal and it worked very well for us. She even kept a daily diary for me of what Alex did, because she knew I hated to leave him!

The current cost of living places
one to make very tough decisions.

My daughter requires "some" special attention and it would be easier if the childcare was close to us when she returns to work.

I postponed my return to work after our daughter was born because we had not yet found someone to care for her.

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No, I am a single parent and I have to work to support myself and my son. But with the cost of daycare and no availability for my sons age group I may have to quit work and go on welfare just to have someone to take care of my son. I would much rather work and support us than do that. We need daycares and affordable rates not everyone working up here has a spouse to stay home with the child or a second income!

Good childcare is hard to find and it is sometimes cheaper to stay home rather than work

My wife is worried about sending our children to just any daycare.
I daycare that was supervised by the labs would make her more comfortable
with leaving our children.

see quest 3 comments

We have to make arrangements
to have dual career status.

We live 1 hr. away from home, and I need to be available to my child/children if needed.

The childcare is too expensive to afford

We both believed that 6 weeks was nowhere near old enough for a child to be placed in daycare.
No one will care for a child like a parent.
So my wife just quit since I had the higher income.

My wife will not return to work
unless the child has a decent
place to stay.

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That is one of the reasons why I only work casual. It is so hard to find good childcare and reliable childcare.

We want our children to be safe and in all honesty it is has been difficult to find someone who we trust to take care of our children. So we have arranged for a different family member to take care of them each day of the week.

This is hard but the only way to ensure that they are being loved and cared for when we are not with them.

No, along with planning for the children was planning to care for them ourselves.

By not seeing my child throughout the day to see if he/she was okay and his/her needs were being taken care of became a problem.

Yes, my wife coaches Volleyball so we needed day care for ~2hours a day during her practices. We had to pay a lot of money and had to keep switching providers because of poor providers that should not be around kids. We finally threw our hands up and decided that she would quit coaching. Fortunately, my supervisors let me work 7-3 without a lunch, so that I could get my children at 3:15 before my wife had practice. Because of this, my wife only coaches volleyball and quit her other part-time job (off season with a local consulting firm) so that our kids were properly taken care of. Now we support 4 people solely off of my technician's salary (paycheck to paycheck, but worth every hardship considering dy care is the other option).

t

I was unable to return to work after my disability eligibility ran out at eight weeks because I was unable to find suitable infant care for a couple of weeks. My husband and I are continuously trying t juggle our work schedules to cover inadequacies with current care. I am frequently late for work trying to make sure of my childrens' state of health because care providers and the schools will not accept them if they are even mildly ill and my kids have allergies which often look to the schools like spreadable illness.

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It is never easy to find in-home care.

Childcare is so hard to find and also very expensive in fact it is so expensive you often ask yourself if it is even going to be worth you going back to work financially.

I was fortunate to have several months off and work part time for a period.

My spouse would not have returned to the work force if we had not found good childcare.

I would like to have remained home with my child longer, however with the cost of living in LA we couldn't afford for me to stay at home, however, 1/3 of my salary goes to child care

One of us now does not work.

if there is a two parent household and there isn't enough money for child care then one partner would have to stay home.

Good childcare is difficult to find.

I stayed home as long as I could with my children when they were newborns. Trustworthy care is hard to find in this area.

Finding a "Quality" provider that made it financially favorable for my spouse to work was very difficult to find.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)

Childcare arrangements affect return to work decision?

Yes indeed. While our belief is that children should be cared for PRIMARILY by their parents, it is good for parents and for children to be with other people at times. It is also important for adults to find fulfillment in their work - even while parenting. However, without institutional support (from the workplace) for balancing childcare with work, and for giving priority attention to the welfare of our children, it is impossible to feel effective and satisfied with any part of life.

Right now we have two children, but moving here has seriously impacted our thoughts about having one more -- there is absolutely no way I could hope to work full time and have it pay off if we have to pay these kinds of rates here in the LA area -- it just isn't worth it.

Definitely. I stayed home for awhile, but my career suffered.

no partner

It takes a long time to get on the waiting lists at the day care places in Los Alamos and White Rock.

It was quite difficult to find appropriate care in my son's first three years of life.

see above

I delayed my return to work for two months while I waited for a slot to open for my daughter.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)

Childcare arrangements affect return to work decision?

We were told before our child was born that there was at least a 6 month wait for newborn and infant care at the local child care facilities. AS I had to go back to work within 6 weeks and wasn't willing to leave a young infant in the care of an uncertified person my husband had to quit his job. This cause a loss of about 40% of our then income. It has dropped to about a loss of 20% due to a change of posistions on my part. Still a very significant amount of money.

I am expecting October 8 and have already started looking for a child care provider for January. There are not very many to choose from, it is very expensive, and it is a big uncertainty whether our child will get good care.

Child care was particularly difficult to find for under 24 month age child.

My spouse telecommutes only 5-hours per week because she must tend to 2 children. This impacts our financial comfort level (living in costly Los Alamos) and causes undue stress at home and at work. The cost of childcare is significant driving factor in the decision to live on one income, since the costs of childcare exceed the projected income from a full-time working spouse.

I have no choice but to work, since I'm divorced.

After the birth of my son and end of my maternity leave, I still hadn't found acceptable child care (one woman would take him but it was in a smoking environment). Before I found the YMCA children's center last year (now closed), I spent most of my time at work trying to find another job in Santa Fe where daycare isn't as tight.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)

Childcare arrangements affect return to work decision?

The daycare my daughter use to attend is now closed and my not open until Sept. So so is jumping from sitter to sitter and at times leaves me with no choice but to stay with her at home. And I cannot take my child on my LANL work site.

depending on the demands of the child
one can sometimes be forced to
not consider returning to work

I had to stay home for 6months after my daughter was born because of lack of daycare facilities. We didnt have a trustworthy babysitter either.

Knowing the status of your child, and location puts a parents mind at ease and they can concentrate on their job.

It was an extreme source of stress trying to assure that we had the childcare needed for me to return to work.

Oh YES - she wanted to stay home to give the child her love and attention, not the care of others. Until you have a child of your own, do you realize the full impact that having your child go to someone else's house or day care do you feel the pressure of choosing the proper person or place for your kid.
It was a very hard choice - that is why lots of options are encouraged. Having LANL 'endorse' places who meet certain requirements too would ease the pressure.

Because of the lack of high quality day care my wife will work part time until we can locate a day care center where we feel comfortable in leaving our child all day.
Also, my wife is delaying returning to work for 6 months because it is difficult to find day care locations that will take babies or where we would want to leave our baby.

Daycare in Los Alamos is so outrageously priced that it seems that you are working just to payoff the expense. It is almost worthwhile to stay home but working is important to us and we wanted to continue with our careers. It would be great if LANL would allow job sharing or more part time positions to allow women to work and have time off to take care of their children. This practice has been going on in American since the 1960's! Job sharing is UNHEARD of at LANL are modified workweeks which is allowed in a very few organizations!

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)
Childcare arrangements affect return to work decision?

We are not satisfied with the quality and quantity of childcare\ available in Los Alamos, and my wife has not returned to work, in part because good childcare is not readily available.
work, in o

I had to return to work due to the financial need, but I had problems finding a childcare provider within my means which forced me to relocate to another geographical area.

If you don't feel comfortable with the day care situation or don't find a place you can't return to work

I feel extremely fortunate to have found family friends to take care of my children for most of the years that they needed childcare.

not born yet

I am a single parent, so child care is especially difficult.

Yes, I am currently part-time because if I would come to work full-time family would not be able to help me full-time with the infant and I could not afford full-time care for my kinder.

It takes a few to find the right sitter.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)
Childcare arrangements affect return to work decision?

Since having children, my spouse has not worked outside of the home.

My wife didn't bring home enough money from her job as a nurse at the LAMC in order to cover the costs of paying a day-care provider to watch the children (we have 3 under the age of 6).

It is very expensive. There are very few people who are certified to care for infants.

It was/is a factor, however we also believe that good initial parenting is important to the well being of children

I do not have a child of my own living in my household - I have 1 stepdaughter who lives here in town with her mother and stays with up weekly.

Not being able to find adequate infant care has a lot to do with mothers deciding not to return to work. Only after finding home care that I was happy with did I really feel comfortable with coming back to work.

Finding a reliable and trusting sitter.

My wife was unemployed for 7 months after the birth of our first child. She would have likely returned to work after 3 months if suitable child care was available.

Has turned down three jobs because pay wouldn't cover childcare expenses.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)
Childcare arrangements affect return to work decision?

Costs of childcare affected the number of days my spouse worked.

My wife has not returned to work due to the high cost of day-care.

Acceptable child care has not been available; therefore, the decision was made not to return to work until the children were in school.

I HAVE A PROBLEM WITH FINDING A RELIABLE SITTER AND THE PRICES OF DAY CARE ARE WAY TO EXPENSIVE SO SOMETIMES I MAY NOT BE ABLE TO GET TO WORK.

I didn't have any choice - since I'm a single parent and the sole support for the family.

I didn't have any choice - since I'm a single parent and the sole support for the family.

Good help is hard to find.

only occasionally. We do not use professional day care and so depend upon friends for care.

YES! Do you realize how long the waiting list is at most reliable day care facilities here at Los Alamos? YEARS. And the cost is astronomical! LANL employees are faced with one of the spouses either working to pay the cost of daycare or giving up/postpoing their careers (and contributions to LANL) so they can stay home. Also, how do you get kindergarden-age children in White Rock up to Los Alamos for after school care? The day care providers will not deal with that issue.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)

Childcare arrangements affect return to work decision?

Good care costs money, when you balance it out, it's not worth the hassle.

However, I was able to take 6 mths off with each child and my husband can easily work from home. This is not usually the case!! It often takes months to find adequate child care and feel comfortable with leaving an infant. To expect first time parents to do this in a few short weeks under the current practices of maternity leave in America is RIDICULOUS! Especially in a company town that doesn't support a daycare plan

No, but only because we had an older sibling already at the daycare center and was allowed to register before those who did not already have a child in daycare.

Trying to find good quality yet reasonably priced is a challenge, especially for newborns/infant aged children.

My wife was forced to postpone entering the work force to care for our children (5). She was only able to enter late on a part time basis which often was interrupted by lack of child care.

We are planning a family and it is a major concern.

Luckily, we were able to solve our childcare difficulties; however, if we had not, one or both of us would have not returned or worked a modified schedule.

the distance between us and our child makes things difficult.

Because of the high cost of child care, we have considered the possibility of me (the mom) staying home. Especially when you consider the care that you receive. Unfortunately, these days this is a very difficult option.

n/a

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)

Childcare arrangements affect return to work decision?

My spouse and I are lucky to have his mother care for my children, however there are times when she cannot. So, because he is particular in who cares for our children, I usually stay home with them.

Daa! Someone needs to care for an infant!!

Since my children are school age
it is best to work only 80% time.

With my first child, I returned to work at a part-time level. Finding good quality care for an infant, under 2, was often a challenge - it was either just not available (no commercial daycare facilities, or no openings in satisfactory situations) or too expensive or unreliable (nanny, babysitters in child's home, illness of care provider). I put both of my children in pre-schools as soon as they were old enough (at least 2 years of age required) and there was an opening. With my second child, I terminated employment rather than struggle with the inadequate childcare situation. I returned to work full time when my youngest was school age.

None available.

It's very hard to find good childcare for children under 2yrs. I had to put ads in the paper when both my children were born and interviewed. 10-12 people between the two of them. Luckily I found somebody both times. The only place on the Hill that takes infants is the ARK & they have a waiting list a mile long.

Well for one I wanted a person that I could trust, be responsible.

Single Parent, hard to find good baby sitters for new borns

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)

Childcare arrangements affect return to work decision?

Lack of part-time/drop-in has made it difficult for my spouse to work on a part-time basis in Los Alamos. She previously worked on a half-time basis in Albuquerque, but when we moved to Los Alamos, the child care options were much more limited.

My wife does not work now because childcare is not readily available.

I have decided not to return to work until at least until the youngest of my children is in school and then will find work to fit with the children's schedule.

Guilt of not being there when needed

I don't have a partner, I'm married.

Only in that no infant care was available close to my work site so that I could visit during breaks, especially lunch breaks. Because of this and many other reasons, my partner and I decided to both work part-time to avoid day care altogether for the first two years.

When the childcare provider we chose moved, it was difficult to find another provider. Fortunately for us, our original provider moved back. Homecare situations can be very dangerous (germs, etc)

To some degree, because of having to shuffle the baby from sitter to sitter. We have currently have three different sitters.

I was fortunate to have my mother in town. She was able to care for my children when they were under one year of age.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)

Childcare arrangements affect return to work decision?

After the second was born and I had childcare for 8 months while I worked, I found it too unreliable(family daycare) or kids just got sick too much (daycare center infant room), so consequently stopped working. Now they attend preschool part-time.

Without good child care choices my wife did not work for a long time after my first child was born.

There were no opening position at daycare center. We could not find some reliable people to watch our daughter.

My wife decided to quit her job & become childcare provider after our last child.

Could not get daycare for adopted 2 year old even though it had been on some provider's lists for 5 months before arrival.

Had to find a daycare that would accept 2 children instead of just 1. Most daycares already have their limits.

Due to difficulty finding child care when our first child was born, my wife was unable to return to work for several months. After finding child care, she was able to find only a part time job.

Most parents want to stay home or atleast have 1 parent home w/the children but the expense of living doesn't allow that option.

Very hard to find daycare for children under 2 years old.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)

Childcare arrangements affect return to work decision?

The only reasonable options seems to be for one of us to be working or in school at a time.

The only reason this did not affect me is because I lived in another state at the time my son was born.

Our case was extereme because our daughter was a three month (early) premie, but even after she was off the oxygen & heart/apnea monitor... it was difficult to find good care givers for special needs kids.

Above.

We both retuned to work but it has been a very difficult situation. It is a very stressfull situation that continues to grow.

delayed return to work

Partner has been unable to return to work.

Costs must be evaluated against second income, cost to work, and tax benefits/penalties

Didn't want to return at all at first. There are horror stories about abuse of children in day care. Now that the baby is a little older, would like to work just part time.
work

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)
Childcare arrangements affect return to work decision?

Competent child care.

Made the decision to stay home when the amount of daycare exceeded my pay.

Finding someone, trustworthy financial burden, traveling time to sitter-work & faces home.

Afford to be far away.

Spouse would have to quit working if childcare were unavailable altogether.

Childcare was so limited that one of us was going to have to quit.

I had to extend my maternity leave by one week because the center had no space available.

For my first child, I had a hard time finding a sitter I knew and trusted, so it was very stressful. Turned out to be a good experience, but I was lucky.

Wife works part-time, husband varies hours to cover while wife works.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)
Childcare arrangements affect return to work decision?

It was difficult to find good child care for infants.

Child care expense.

Why work if all your working for is child care costs.

No where to take children waiting list too long.

Until the child is oneyear old unable to put in child care.

Right now I have a 6 week old child. I am lucky enough to have child care arrangements for the time being, but if I had to pay the amount of money that some people are paying, it would be financially beneficial for me to just stay home and care for my child myself.
I think that this has an even larger effect on those people that are having to pay for child care for more then one child.

Not having arrangements made it difficult to come back to work.

Lack of quality day care has kept my wife at home to tend kids. As well as for two kids it does not pay to have her work in Los Alamos and have two kids tended. To expensive.

Wife only returned to work after youngest entered first grade.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)

Childcare arrangements affect return to work decision?

I'll explain it anyway.
Returning to work was a given, and we had options. However, this does not mean that our childcare arrangements over the years have been trivial to arrange. We have also utilized several different options at various times in their lives

lacked quality choices; hours incompatible w/ commuting from Santa Fe.

When the children are too young, it is hard to find people or day care centers to watch my children.

Way too expensive! Child care in Espanola is 1/2 the cost of Los Alamos.

I recently drastically reduced my work hours due to the YMCA child care center closing.

went back 3 days

Finding qualified caregivers is a difficult task. There aren't enough to meet the demand. I stayed home for one year after the birth of my third child. I had three children under the age of three.
Finding someone to care for my babies in our home was very important to me at that time.

After 6 mos parental leave, I requested a 1-yr personal LOA because we could not get into the childcare facility we wanted to and I did not have confidence in the system.

I have always worked off-shifts so day care was minimal til this year. I would have to work 8 to 5, so I quit.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)
Childcare arrangements affect return to work decision?

Can't day care.

Difficulties finding infant care led to external leave.

I waited to return to work until my children were in school all day.

Absolutly, extremely difficult for professional moms to leave child in less than a perfect situation.

One of us went part-time.

Worked 1/2 time for years.

Financially I've alwats had to return to work to provide for my children.

I din't feel I could afford to pay child care and taxes and have anything left over.

He has to stay home from work or I do too, to watch our child.

Could not work hours I could find day care.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)

Childcare arrangements affect return to work decision?

Los Alamos has no full-time "high quality" facilities for pre-school age children.

Infant care was unaffordable and quality care for children not yet pretty trained could not be found. Student teacher ratios in most pre-schools were outrageous. I left the workforce for 2 1/2 years due to these difficulties.

The cost of daycare and schedule structures are not conducive for one member to return as the majority of their income goes to pay for the daycare.

The cost of living mandated an early return to work after the birth of each of my children and the options for WHICH daycare were affected and even compromised by the fact that I HAD to find a daycare provider because I HAD to get back to work in order to contribute to the financial base of the household.

I was only able to find daycare for 3 of 5 days directly after I returned to work, and I would not put my child in homecare later.

My wife did not return to work until after our 3rd child.

When my children were born (twins) I chose to return to work on a half-time basis for several years. Returning to fulltime work and performance assessments were impacted by my decision to go on a part-time basis. Because I enjoyed being with my children I willing accepted the consequences. I have employed childcare help in my home and at Sage Montessori school. This mix of childcare worked well for my children.

I have dropped to casual status in order to take care of my child at home.

I decided to return to work on a half-time basis. Because of the lack of good care for very young babies, I almost did not return to work after the birth of my first child. Half-time was a compromise.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)
Childcare arrangements affect return to work decision?

No, but finding a good provider was a severe source of stress in the month's before I returned.

Same as question 4

We did not have the luxury of one of us choosing to stay home, out when we moved here I was no longer able to work full-time due to lack of child care.

My wifes opportunities are limited with a full time child obligation. She currently goes to school part time.

I needed the money and had no choice.

Cannot work without child care.

Yes work schedule and sitter time conflict.

With my first child, my spouse had to quit his job because we could not find childcare. He had to return to work eight months later because of finances and had a difficult time getting hired into a decent paying job. Family members have helped tremendously, but because of age and health issues they won't always be around.

I temporarily reduced my work hours after my 3rd child was born.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)

Childcare arrangements affect return to work decision?

Good childcare is hard to find, and it is hard to trust just anyone

That is why I stay ay home. To raise my children.

My wife has decided to stay home due to lack of adequate day care.

We have discussed one of us staying home
to care for our child.

I stayed home for 13 years to be with my children. Would I have returned to work sooner with Lab-sponsored child
care? Perhaps, especially if transportation to the grade schools were offered, as well.

Sometimes I have to take off if child is sick or cannot work overtime.

Spouse decided to work at home and cut work load.

Alot of babysitters only accept potty trained kids only from 7:00 a.m to 5:00 p.m. (No earlier, no later)

There is very little "quality" child care. What is available is too expensive.

I did not work for 2 yrs., which was good. But I would have liked a "shared job" with child care trade off.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)
Childcare arrangements affect return to work decision?

See # 4 above.

My 2 youngest are 18 mos. apart. Daycare for 2 infants priced me out of working.

I wanted to have the possibility to go to meetings for 2-3 hours a day but not pay for a full day of child care.

I would not put my little baby (0-2 yrs.) into day care-I wanted to be with her, I was self employed at time to time so I took her to work with me.

We had difficulty finding day care arrangements and only found out we had a position at the Ark a couple weeks before I returned to work. If we had not gotten into the Ark, I would have come back to work part-time.

Ex-wife quit working

We didn't want others to raise our children plus we need to be home when they are sick. They have only had part-time care & sometimes no day care at all.

Undecided if spouse has to go to work due to finding good children.

Quit my job. Then returned to part-time, then full time, then quit again. All because of my philosophy on being a good parent is a top priority and full time work doesn't allow that in most cases.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)

Childcare arrangements affect return to work decision?

I work half time, and take a leave of absence over the summers. It is a wonderful arrangement, and I feel that I am VERY fortunate to be able to have an interesting job, while still giving our children the care and attention that I feel is appropriate. When the kids were younger, they went to Little Forest and we thought that it was a wonderful program. As they get older there are, in our opinion, fewer GOOD choices for after school and summer care. Thus, I work while they are at school, and are home with them after school. I realize, though, that this is a luxury, and many people are not able to work parttime due to their particular job or for financial reasons. I think the community is trying to provide good alternatives for older kids (teen center, activities at the aquatic center, etc), but there are still an awful lot of kids who get in trouble because they have too much unsupervised time after school and over the summer.

The amount charged for child care was/is often equal to the monthly salary.

I (the spouse) may not be able to take a position b/c we don't have sufficient child care.

Somewhat, I had to wait until the child was 6 months old because of breast feeding.

It did when she was born, but now she stays w/grandma because I can't afford it.

Difficult finding affordable & good care.

Child care is expensive in LA and has definitely affected our decision on returning to work.

The cost of child care makes returning to work nearly impossible for lower paid workers.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)

Table 6 (comments)
Childcare arrangements affect return to work decision?

We have 5 children. We've crossed any threshold that my wife could make a profit and still afford child care.

Return to work was dekeyed by unsafe and interior low quality infant care.

We were able to find day care fairly quickly although the cost is quite a bit more than what I expected.

It's very difficult to work.

6. Have difficulties with childcare arrangements affected your/your partner's decision to return to work after your child was born? (If yes, please explain)